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02 February 2011

### Freedom of Information Request - RF120110015

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 5 January 2011, seeking the information relating to BBC headcount and diversity figures for the BBC News division. Please find below responses to each part of your request.

As we hold figures as at the end of the month, we are providing you with data as at 31 December for each year requested.

#### *1. Your staff numbers for 2000, 2001, 2002, 2003, 2004, 2005 and the whole of 2010.*

Please find below the number of staff - employed on permanent and fixed-term contracts - across the BBC as at 31 December for each year 2000 to 2005 and 2010.

	<b>Total BBC Staff</b>
31-Dec-00	19,914
31-Dec-01	21,741
31-Dec-02	22,592
31-Dec-03	22,968
31-Dec-04	23,199
31-Dec-05	22,111
31-Dec-10	20,753

Please note, as our subsidiaries (BBC Studios & Post Production Ltd, UKTV, BBC World, BBC Worldwide Ltd, World Service Trust and BBC Children in Need) are not subject to the Act – under section 6(1) (b)(ii) – the information for their personnel is not included in the ‘Total BBC Staff’ figures quoted above.



**2. Your staff numbers for your BBC News division for 2000, 2001, 2002, 2003, 2004 and the whole of 2010**

Please find below the number of staff - employed on permanent and fixed-term contracts - within the News division as at 31 December for each year 2000 to 2004 and 2010.

	<b>Total News Staff</b>
31-Dec-00	2,459
31-Dec-01	3,462
31-Dec-02	3,690
31-Dec-03	3,691
31-Dec-04	3,749
31-Dec-10	6,302

Please note, due to organisational restructuring in April 2009 the News division now includes English Regions, accounting for the increased headcount figure for December 2010.

**3. An ethnic breakdown in specific figures, rather than percentages, for your BBC News division for 2000, 2001, 2002, 2003, 2004 and the whole of 2010. Please also provide a grade by grade breakdown. For example: white Band 2, white Band 3 etc. I understand that some bands such as Bands 5-7 will not be separated. Please provide the information from the lowest band to the highest tier i.e. the Director of BBC News - in other words, whether it be an SMI position or higher.**

Please find below workforce statistics relating to the ethnic background of staff within the News division as at 31 December for each year 2000 to 2004 and 2010. Please note that the data we have available only refers to BBC staff – those employed on permanent or fixed-term contracts: this does not include casuals or freelancers.

It is not mandatory for staff to inform the BBC of their ethnicity, therefore our figures only relate to records where the ethnicity is known (currently 97% of the workforce). The figures also exclude Local Recruits - staff who are recruited and work locally, outside the UK.

Due to small numbers across the individual grades, we are providing you with information in the standard grade groupings used by the BBC.

	<b>Grade Group</b>	<b>Ethnic Minority</b>	<b>Ethnic Majority</b>	<b>Total</b>	<b>% Minorities</b>	<b>% Majority</b>
31 December 2000	Grades 1-4	22	177	199	11.1	88.9
	Grades 5-7	105	757	862	12.2	87.8
	Grades 8-9	55	845	900	6.1	93.9
	Grades 10-11	18	358	376	4.8	95.2
	Grades SMI&2	0	96	96	0.0	100.0
	<b>Total</b>		<b>200</b>	<b>2233</b>	<b>2433</b>	<b>8.2</b>
31 December 2001	Grades 1-4	41	251	292	14.0	86.0
	Grades 5-7	171	1279	1450	11.8	88.2
	Grades 8-9	82	1065	1147	7.1	92.9
	Grades 10-11	18	382	400	4.5	95.5
	Grades SMI&2	1	98	99	1.0	99.0

	<b>Total</b>	<b>313</b>	<b>3075</b>	<b>3388</b>	<b>9.2</b>	<b>90.8</b>
31 December 2002	Grades 1-4	31	265	296	10.5	89.5
	Grades 5-7	185	1295	1480	12.5	87.5
	Grades 8-9	87	1163	1250	7.0	93.0
	Grades 10-11	22	393	415	5.3	94.7
	Grades SMI&2	2	101	103	1.9	98.1
	<b>Total</b>	<b>327</b>	<b>3217</b>	<b>3544</b>	<b>9.2</b>	<b>90.8</b>
31 December 2003	Grades 1-4	41	252	293	14.0	86.0
	Grades 5-7	183	1318	1501	12.2	87.8
	Grades 8-9	98	1191	1289	7.6	92.4
	Grades 10-11	20	408	428	4.7	95.3
	Grades SMI&2	5	98	103	4.9	95.1
	<b>Total</b>	<b>347</b>	<b>3267</b>	<b>3614</b>	<b>9.6</b>	<b>90.4</b>
31 December 2004	Grades 1-4	37	249	286	12.9	87.1
	Grades 5-7	187	1306	1493	12.5	87.5
	Grades 8-9	94	1207	1301	7.2	92.8
	Grades 10-11	22	410	432	5.1	94.9
	Grades SMI&2	4	100	104	3.8	96.2
	<b>Total</b>	<b>344</b>	<b>3272</b>	<b>3616</b>	<b>9.5</b>	<b>90.5</b>
31 December 2010	Grades 1-4	92	539	631	14.6	85.4
	Grades 5-7	339	2753	3092	11.0	89.0
	Grades 8-9	136	1744	1880	7.2	92.8
	Grades 10-11	31	474	505	6.1	93.9
	Grades SMI&2	3	86	89	3.4	96.6
	<b>Total</b>	<b>601</b>	<b>5596</b>	<b>6197</b>	<b>9.7</b>	<b>90.3</b>

**4. What were your diversity targets regarding BME recruitment for BBC News for 2000, 2001, 2002, 2003, 2004?**

The BBC recruits solely on merit: we do not use recruitment targets. However, we do have broad aspirational targets/goals in place for disability and ethnicity across the BBC to help us focus work on developing a workforce that is reflective of UK demographics and which in turn helps us deliver on one of our core public purposes: *'to reflect the diversity of the UK'*.

As mentioned in our previous response RFI20100725, differentiated goals were only introduced for BBC divisions at the end of 2008. There is no separate goal for News: News is part of the Journalism group, and the BME diversity goal for Journalism is currently 12.5% (the same as the BBC corporate target).

**Appeal Rights**

If you are not satisfied with this response you have the right to an internal review by a BBC senior manager. Please contact us at the following address: BBC Freedom of Information, Room 2252, White City, 201 Wood Lane, London W12 7TS, explaining what you would like us to review and including your reference number.

If you are not satisfied with the internal review, you can appeal to the Information Commissioner, whose contact details are:

Information Commissioner's Office,  
Wycliffe House,

Water Lane,  
Wilmslow,  
Cheshire  
SK9 5AF

Telephone: 01625 545 700

Website: <http://www.ico.gov.uk/>

Yours sincerely

Rachel Currie  
BBC People

